

Based on national 51 point pay spine excluding national points 1 to 4 and with additional points added at the top for Oxford

| Pay spine step | Salary | Apprentice Grade | Grade 1 | Grade 2 | Grade 3 | Grade 4 | Grade 5 | Grade 6 | Grade 7 | Grade 8 | Grade 9 | Grade 10 | Grade 10a |
|----------------|---------|------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|-----------|
| 55 | £66,836 | | | | | | | | | | | 9* | |
| 54 | £64,895 | | | | | | | | | | | 8* | |
| 53 | £63,009 | | | | | | | | | | | 7* | |
| 52 | £61,179 | | | | | | | | | | | 6 | 11 |
| 51 | £59,400 | | | | | | | | | | | 5 | 10 |
| 50 | £57,674 | | | | | | | | | | 9* | 4 | 9 |
| 49 | £55,998 | | | | | | | | | | 8* | 3 | 8 |
| 48 | £54,372 | | | | | | | | | | 7* | 2 | 7 |
| 47 | £52,793 | | | | | | | | | | 6 | 1 | 6 |
| 46 | £51,260 | | | | | | | | | 10* | 5 | | 5 |
| 45 | £49,772 | | | | | | | | | 9* | 4 | | 4 |
| 44 | £48,327 | | | | | | | | | 8* | 3 | | 3 |
| 43 | £46,924 | | | | | | | | | 7 | 2 | | 2 |
| 42 | £45,562 | | | | | | | | | 6 | 1 | | 1 |
| 41 | £44,240 | | | | | | | | | 5 | | | |
| 40 | £42,955 | | | | | | | | | 4 | | | |
| 39 | £41,709 | | | | | | | | 11* | 3 | | | |
| 38 | £40,523 | | | | | | | | 10* | 2 | | | |
| 37 | £39,324 | | | | | | | | 9* | 1 | | | |
| 36 | £38,183 | | | | | | | | 8 | | | | |
| 35 | £37,075 | | | | | | | | 7 | | | | |
| 34 | £36,001 | | | | | | | 10* | 6 | | | | |
| 33 | £34,956 | | | | | | | 9* | 5 | | | | |
| 32 | £33,943 | | | | | | | 8* | 4 | | | | |
| 31 | £32,958 | | | | | | | 7 | 3 | | | | |
| 30 | £32,004 | | | | | | 10* | 6 | 2 | | | | |
| 29 | £31,076 | | | | | | 9* | 5 | 1 | | | | |
| 28 | £30,175 | | | | | | 8* | 4 | | | | | |
| 27 | £29,301 | | | | | | 7 | 3 | | | | | |
| 26 | £28,452 | | | | | | 6 | 2 | | | | | |
| 25 | £27,629 | | | | | | 5 | 1 | | | | | |
| 24 | £26,829 | | | | | 9* | 4 | | | | | | |
| 23 | £26,052 | | | | | 8* | 3 | | | | | | |
| 22 | £25,298 | | | | | 7* | 2 | | | | | | |
| 21 | £24,565 | | | | | 6 | 1 | | | | | | |
| 20 | £23,879 | | | | | 5 | | | | | | | |
| 19 | £23,164 | | | | 9* | 4 | | | | | | | |
| 18 | £22,494 | | | | 8* | 3 | | | | | | | |
| 17 | £21,843 | | | | 7* | 2 | | | | | | | |
| 16 | £21,220 | | | | 6 | 1 | | | | | | | |
| 15 | £20,624 | | | | 5 | | | | | | | | |
| 14 | £20,046 | | | 9* | 4 | | | | | | | | |
| 13 | £19,485 | | | 8* | 3 | | | | | | | | |
| 12 | £18,940 | | | 7* | 2 | | | | | | | | |
| 11 | £18,412 | 4** | | 6 | 1 | | | | | | | | |
| 10 | £17,898 | 3** | | 5 | | | | | | | | | |
| 9 | £17,399 | | | 4 | | | | | | | | | |
| 8 | £16,961 | 2** | | 3 | | | | | | | | | |
| 7 | £16,618 | | 6* | 2 | | | | | | | | | |
| 6 | £16,289 | | 5* | 1 | | | | | | | | | |
| 5 | £16,039 | 1** | 4 | | | | | | | | | | |

Note 1: * Discretionary point

Note 2:

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| Grades | 1 - 5 |
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 Support staff grades

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| Grades | 6 - 10 |
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 Academic-related staff grades

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| Grade | 10 (a) |
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 Associate Professor Grades

Note 3: Grade 10a shows model combined University and college stipend for holders of joint appointments

Note 4: ** Progression is linked to the achievement of milestones

Note 5: Spine point 5 was increased in line with the Living Wage of £8.45 per hour with effect from 01 January 2017